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Central Intelligence Agency



Washington, D.C. 20505

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30 JAN 1987

The Honorable Constance Horner  
Director  
Office of Personnel Management  
Washington, D.C. 20415

Dear Ms. Horner:

Thank you for your letter of 15 December regarding our recent initiatives to improve and streamline the Agency's personnel management system, and your recent proposals to accomplish the same goals in the federal executive agencies generally. We are, as you note, doing some exciting things in the personnel management area, which are in the same spirit as the reforms which would be made by the proposed Civil Service Simplification Act. This similarity is not entirely coincidental. Dr. James Colvard, now of your Office, addressed a group of our senior officers in July 1985, and his views helped us substantially in framing our initiatives. The key people in our effort to enhance personnel management in the Agency will be meeting with him again early in February.

We agree with you that personnel management in the federal sector can and should be simpler and more effective than it is now, and that the ideas which each of our organizations generates may prove of great use to the other in achieving that objective. We are steadfast in our support for personnel management innovations that will enable federal agencies to attract, retain, and develop employees of the highest caliber, make the most productive use of their talents, and reward individuals for performance. The General Schedule system is ripe for reform, and we applaud your continuing efforts to develop and implement a new personnel management system for the federal departments and agencies generally.

Sincerely,

/s/ Robert M. Gates

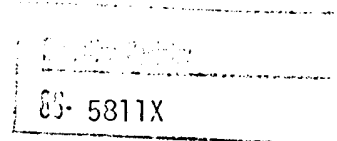
Robert M. Gates  
Acting Director of Central Intelligence



L-248-15



UNITED STATES  
OFFICE OF PERSONNEL MANAGEMENT  
WASHINGTON, D.C. 20415



Office of the Director

DEC 15 1986

Honorable William J. Casey  
Director of Central Intelligence  
Central Intelligence Agency  
Washington, D. C. 20505

Dear Mr. Casey:

I have recently heard about some exciting things that you are doing in personnel management, things which appear to be in the same spirit as the President's proposal to simplify our personnel system so that managers can manage and employees can be rewarded for their performance.

The President's proposal is embodied in my Civil Service Simplification Act, which was introduced in the last Congress and which I will resubmit when the 100th Congress convenes in January. The bill would replace the General Schedule with career paths of four to five pay levels, allow managers to place positions in the appropriate level, and set entry level salaries based on the market and recruiting difficulties.

From what I have heard, you are working in the same direction, and I think that your support would be a valuable addition to our efforts to get the Civil Service Simplification Act passed by the Congress so that all Federal agencies can benefit from this superior approach to personnel management.

I would certainly value your support.

Sincerely,

Constance Horner  
Director



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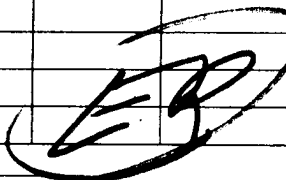
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